

7-25-1993

Resist Board Meeting, July 25, 1993

Resist

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A call to **RESIST** illegitimate authority

One Summer Street, Somerville, Massachusetts 02143
617/623-5110

Frank Brodhead
Pam Chamberlain
Connie Chan
Bell Chevigny
Noam Chomsky
Kate Cloud
Tess Ewing
Norm Fruchter
Larry Goldsmith
Mitchell Goodman
Kenneth Hale
Oscar Hernandez
Frank Joyce
Louis Kampf
Hans Koning
Paul Lauter
Nancy Moniz
Richard Ohmann
Wayne O'Neil
Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagon
Henry Rosemont
Tatiana Schreiber
Rena Scott
Cheryl Smith
Meredith Smith
Amy Swerdlow
Ken Tangvik
Rene Valle
George Vickers
Nancy Wechsler
White

Board Meeting - July 25, 1993 - 11am
Ken Hale's house
209 Waltham St.
Lexington, MA 02173\ Tel. (617) 861-8164

Dear board member,

For this meeting, we'll have \$10,500 to give out (\$500 x 21 proposals.) We've not been spending our allotted pools of funds at the last two board meeting, so we decided that we could carry over the balance from the last two board meetings: \$4,200. That would give us \$14,700 for grants at the July meeting.

The business items for the meeting are at the end of the grants agenda portion of this letter. I'll send you updated info for the requests, plus whatever references I have at the time, about two weeks before the board meeting. I'll be away on vacation for the week of July 11th and will bring the remaining references and updated information to the board meeting.

If you have any comments and can't come to the meeting, please send in your feedback as well as your proxy.

AGENDA

** Any last minute items of information by staff which are important to meeting. A report on any emergency grants given since the last board meeting.

GRANT REQUESTS

Labor

1) The Workplace Project (Hempstead, NY) - Request of \$800 toward production costs of printed materials on labor rights and organizing for workers in Long Island's Central American community.

Yes _____ No _____ Maybe _____

2) Tompkins/Cortland Labor Coalition (Ithaca, NY) - Requesting \$800 toward the purchase of a laser printer for their educational campaign on NAFTA, the TCLC Job Protection & Development Project.

Yes _____ No _____ Maybe _____

3) Labor Arts & Mural Project (New Brunswick, NJ) - \$800 requested toward the production of a color poster to be given to new members of the Project.

Yes _____ No _____ Maybe _____

Central and Latin America and the Caribbean

4) Ecumenical Program on Central America and the Caribbean (Washington, DC) - \$800 requested toward printing costs of a report on Guatemala, "Out of the Shadows: The Communities of Population in Resistance in Guatemala." This report is 28 pages long so I will ask a board member to review it for a report to the board meeting.

Yes _____ No _____ Maybe _____

5) Nicaragua/Pomona Valley Friendship Project (La Verne, CA) - Asking for \$600 to produce their newsletter.

Yes _____ No _____ Maybe _____

6) Los Amates & The Garden State: Building a New El Salvador (Morristown, NJ) - Request of \$800 toward the salaries of interns, and for printing for this project.

Yes _____ No _____ Maybe _____

Native Peoples

7) International Indian Treaty Council (San Francisco, CA) - Requesting \$800 toward the expenses of their 15th International Conference in August.

Yes _____ No _____ Maybe _____

8) Pro-Hawaiian Sovereignty Working Group (Honolulu, HI) - They are asking for \$800 for printing their newsletter.

Yes _____ No _____ Maybe _____

Community Issues

9) Energy CENTS Coalition (St. Louis Park, MN) - A request of \$800 for salary, transportation, copying and postage for their work supporting a discount rate on utilities for limited income people.

Yes _____ No _____ Maybe _____

10) Community Land Trust of Windham (Willimantic, CT) - Requesting \$800 toward the expenses of their educational and organizing work.

Yes _____ No _____ Maybe _____

Prisoners

11) Life-Long/CURE (Jamaica Plain, MA) - They're asking for \$800 for the printing and postage costs of their newsletter, "Life-Lines."

Yes _____ No _____ Maybe _____

12) National People's Democratic Uhuru Movement (Chicago, IL) - Request of \$800 toward the costs of producing posters, buttons and T-shirts to build a campaign, and to organize a national committee, to free Fred Hampton, Jr.

Yes _____ No _____ Maybe _____

Health/AIDS/Disability

13) Asian Pacific AIDS Council (Seattle, WA) - They are asking for \$800 for organizing expenses, and for child care and stipends for participants of their "tea parties" on HIV/AIDS education for Vietnamese refugee women.

Yes _____ No _____ Maybe _____

14) The Advocado Press (Louisville, KY) - Asking for \$800 toward the purchase of a photo copying machine.

Yes _____ No _____ Maybe _____

15) Birthright Justice Campaign (South Orange, NJ) - Request of \$800 toward the expenses of networking, for educational materials, and for research.

Yes _____ No _____ Maybe _____

Miscellaneous

16) Women Against Imperialism (San Francisco, CA) - \$800 requested toward the printing and mailing costs of a poster about the health hazards of Depo Provera, and for advertising the project.

Yes _____ No _____ Maybe _____

17) The Pynk Patrol of Greater Boston (MA) - \$658 request for costs of incorporating the group and for expenses related to a name change (uniforms and publicity.)

Yes _____ No _____ Maybe _____

18) Environmental Information Network (Lakewood, CO) - Asking for \$800 for the production and mailing costs of their newsletter.

Yes _____ No _____ Maybe _____

19) Student Action Union (Highland Park, NJ) - \$800 request for rent and office expenses of a project in NJ focusing on the relationships between US Armed Forces and high schools and boards of education.

Yes _____ No _____ Maybe _____

20) MaineShare (Augusta, ME) - \$800 requested toward the expenses of their bus advertising campaign.

Yes _____ No _____ Maybe _____

21) Coalition for Democracy in Public Television (Chicago, IL) - A request of \$800 for the expenses of organizing and outreach (printing, postage, telephone), and for a fax machine.

Yes _____ No _____ Maybe _____

BUSINESS/POLICY ITEMS

* Report from the Personnel Committee about the proposals for staff benefits/raises - The P.C. (Tess E., Ken H. and Cheryl S.{consultant}) met with staff (NW, TS and NM) on 6/23 to discuss options. We weren't able at that time to come to any conclusions, more questions asked and more information needed. The staff will do needed research for another meeting of the P.C. on Mon. Aug. 9th. We hope to have a proposal for consideration at the September 12th Board meeting.

* Arts/Resist Show - Yana has prepared an updated budget for the event. Enclosed with this letter.

* Office - Staff, finances and other miscellaneous items.

I'll see you at the board meeting.

For peace and justice,

Nancy
Nancy Moniz
Resist staff

Resist Board Meeting
July 25, 1993
Ken Hale's house in Lexington, Mass.

PRESENT: Wayne O'Neil (chair), Larry Goldsmith, Nancy Moniz, Tess Ewing, Cheryl Smith (minutes), Ken Hale, Fran White, (Louis Kampf via proxy).

Emergency Grant made since the last meeting: An emergency grant of \$150 was made in July to Wobanaki, Inc. of Missisquoi, VT. The funds are to be used toward the costs of installing a wheelchair ramp to the entrance of your office.

GRANTS: We gave out a total of \$11,000 to 14 groups.

1) The Workplace Project (Hempstead, NY) - YES to a grant of \$800 toward production costs of printed materials on labor rights and organizing for workers in Long Island's Central American community. Comments: Salary for community organizer is unfunded. The design of the piece is in idiomatic Spanish, very Central American. They ignored our question about reproductive rights. Question: It seems like a one person deal? Response: References indicate one staff person with many others involved.

2) Tompkins/Cortland Labor Coalition (Ithaca, NY) - YES to a grant of \$800 toward the purchase of a laser printer for their educational campaign on NAFTA, the TCLC Job Protection & Development Project. Nancy M. asked them about the recent court decision that the Administration must get an environmental impact statement before NAFTA can be implemented. The Coalition indicated that they are using NAFTA as a tool to address the issue of jobs moving out. Question: Do we know about the Federation for Industrial Renewal and where the trainer comes from? No. Comments: They ignored the question about reproductive rights. Coert Bonthuis (contact person) has been involved in solidarity work. The group seems well-supported financially. Decision: Yes, we don't get enough proposals from labor groups; would support this group on this ground. Letter should urge them to deal with reproductive rights, perhaps in the context of workplace safety and health issues.

3) Labor Arts & Mural Project (New Brunswick, NJ) - YES to a grant of \$800 toward the production of a color poster to be given to new members of the Project. Comments: The group sent postcards of previous murals. The group "does not take political positions as a matter of Principle." Richard Wasson at Rutgers used to be in New University group. Question: Is it a Resist priority? Decision: Yes.

4) Ecumenical Program on Central America and the Caribbean (Washington, DC) - YES to a grant of \$800 toward printing costs of a report on Guatemala, "Out of the Shadows: The Communities of Population in Resistance in Guatemala." Discussion; Ken Hale liked the book, which is a history of violence in Guatemala, especially its suggestions about what people can do. His criticism is that assumes that readers know more about Guatemala than most people do. Other comments: Many typos and stylistic problems. Is it a draft? Yes. Needs more proofreading. EPICA is a good group.

5) Nicaragua/Pomona Valley Friendship Project (La Verne, CA) - YES to a grant of \$600 to produce their newsletter. Discussion: the group is working in a difficult and conservative area. There is confusion about who is causing the current conflict in Nicaragua--contras or compas. One of the most politically active areas in

Nicaragua. Question: How effective is the newsletter? It seems typical of local area type newsletters.

6) Los Amates & The Garden State: Building a New El Salvador (Morristown, NJ) - YES to a grant of \$800 toward the salaries of interns, and for printing for this project.

7) International Indian Treaty Council (San Francisco, CA) - YES to a grant of \$800 toward the expenses of their 15th International Conference in August. Kekuni Blaisdell--contact for Hawaii. Discussion: Large budget group but maybe not too large for what they do; group covers a broad area nationally and internationally. Questions: Why holding conference in Hawaii? Response: 100th anniversary. Why assume all indigenous peoples have same needs?

8) Pro-Hawaiian Sovereignty Working Group (Honolulu, HI) - YES to a grant of \$800 for printing their newsletter. Discussion: Pro-Hawaiian sovereignty group. Ken explained the different sovereignty groups: a) total secession; b) reparations group; c) autonomy group similar to what Native Americans have. The percentage of people who can count themselves as native Hawaiians is relatively small. The issue of the newsletter Ken reviewed is critical of the OHA, the government agency set up to advocate for Hawaiians. The group's governing board is made up of people who are culturally and ethnically Hawaiian but who may not be "Hawaiian" measured by blood quantum theory. One board member is dubious about the term "inherent sovereignty"--the term is used by too many "fascistic nationalists" including Israelis, but the recommendation is positive.

9) Energy CENTS Coalition (St. Louis Park, MN) - NO to a request of \$800 for salary, transportation, copying and postage for their work supporting a discount rate on utilities for limited income people. Comments: They could raise more funds from larger coalition member groups. Focus is too narrow for us. No discussion of reproductive rights. Letter should say: It seems like a nice thing, but this issue would be eligible for more mainstream funding.

10) Community Land Trust of Windham (Willimantic, CT) - YES to a grant of \$800 toward the expenses of their educational and organizing work. Contact person, Marjorie Swann, a long-time activist in AFSC.

11) Life-Long/CURE (Jamaica Plain, MA) - YES to a grant of \$800 for the printing and postage costs of their newsletter, "Life-Lines." Questions raised: Some are the same questions that always come up about CURE chapters. Seems to be one person--but Prison Book hasn't heard of him; and he doesn't mention Prison Book. Questions: No position and lack of work on gay and lesbian prisoners and AIDS; surprising that these issues haven't arisen. Comments: We should tell them about PWA-RAG. Prisoners at Norfolk said that it isn't an all-white group, but perhaps this was referring to the prisoner membership. There are lifers groups and this group may work with them, but doesn't seem to work with other prison advocacy groups. Question: Is the board all white? Not known. Decision: Yes, but need to ask them questions. Letter: We were surprised that you don't have a position on or work on gay/lesbian issues. Suggest that they get in touch with PWA-RAG about AIDS, Mass Lifers Group, and Prison Book.

12) National People's Democratic Uhuru Movement (Chicago, IL) - NO to a request of \$800 toward the costs of producing posters, buttons and T-shirts to build a campaign, and to organize a national committee, to free Fred Hampton, Jr. Comments: Frank Brodhead said that the Philadelphia chapter of Uhuru wouldn't merit Resist

support. This was seconded. Also, the Uhuru Solidarity Group is all white by design, i.e. white people can't be part of the movement but can do solidarity. A divisive group and sectarian organization. They have been very racist about Koreans. Some questions about the story in the proposal. Letter to say: Reports and contacts from groups in Chicago and around the country have not been positive. The group's work does not fit within Resist's current priorities. Board members raised questions about their ability to work within broad based coalitions.

13) Asian Pacific AIDS Council (Seattle, WA) - YES to a grant of \$800 for organizing expenses, and for child care and stipends for participants of their "tea parties" on HIV/AIDS education for Vietnamese refugee women. Questions: Good project, but why can't they get other money? e.g. state and local governments. Is Seattle funded under Ryan White which is where the money comes from? Comments: Brochure doesn't seem clearly written (in English) e.g. the section "How Can I Protect Myself?" The group says that Vietnamese are not considered a population of concern. Decided to fund any way; impressed with the work they do.

14) The Advocado Press (Louisville, KY) - NO to a request for \$800 toward the purchase of a photo copying machine. Comments: Answers to 11 and 10A indicate that they may not believe that the board and group need to be diverse; they may be a white middle-class group that only deals with members of other groups who "fall" into disability category. Publication well known. Seem to get a lot mainline money, e.g. Sun Oil, United Way. They don't seem to understand need for thinking about other forms of discrimination than their own. Letter: Large budget organization which seems to get funding from more mainstream groups.

15) Birthright Justice Campaign (South Orange, NJ) - NO to a request of \$800 toward the expenses of networking, for educational materials, and for research. Question: Why is this being considered? Nancy M. explained that she talked with contact person who wanted the proposal be considered by the Board. Decision: No, this isn't the kind of proposal we consider. Organization seems to be just a single individual.

16) Women Against Imperialism (San Francisco, CA) - YES to a grant of \$800 toward the printing and mailing costs of a poster about the health hazards of Depo Provera, and for advertising the project. Comments: Several women's health organizations have been working on this issue. They could have gone to NLHO or NBWHP, etc. and offered to help. Why start working on issue alone? Answer: Seems WAI may be working on poster and other groups will be distributing it. Letter: Encourage them to apply to other foundations. (Do we want an ad for poster in Resist newsletter?)

17) The Pynk Patrol of Greater Boston (MA) - NO to a request of \$658 for costs of incorporating the group and for expenses related to a name change (uniforms and publicity.) Comments: Board not impressed by part of Pynk Patrol manual. It seems silly, too cute. People think they're doing a good job. Things they want the money for are not exciting, e.g. clothes, insignia, publicity, etc. Questions: Would we fund their patrols? Could there be an organizing component similar to ACT-UP in Philadelphia, which distributes condoms, literature, etc.? Decision: No, especially #9--they don't do political work; we fund political work.

18) Environmental Information Network (Lakewood, CO) - YES to a grant of \$800 for the production and mailing costs of their newsletter. Comments: An information group, not very political, lacking the person with the left-movement savvy, but seems to do really important work. We have funded research/resource work in the past. Letter: concern that they say that they are not politically oriented and

don't make connections with other important issue areas.

19) Student Action Union (Highland Park, NJ) - YES to a grant of \$800 for rent and office expenses of a project in NJ focusing on the relationships between US Armed Forces and high schools and boards of education. Comments: One board member felt that so far the group seems not to have done anything more than internally squabble about about racism, sexism, etc., but they want to do good things. Rhonda Jordan of Bread and Roses Fund, which gave them a grant for anti-militarism work in highschools, gave them a good recommendation.

20) MaineShare (Augusta, ME) - NO to a request of \$800 toward the expenses of their bus advertising campaign. We funded them once before, but sent them a note at the time indicating that this was a one time only grant. We don't usually fund other funds, except for start-up expenses. Letter should explain this.

21) Coalition for Democracy in Public Television (Chicago, IL) - NO to a request of \$800 for the expenses of organizing and outreach (printing, postage, telephone), and for a fax machine. Question: Are they likely to be effective or counter-productive? We could take a chance on it, but they may not get anywhere. Letter: Their goals seem unclear and organizing component is questionable. If they are pro-free speech more than anything else they should be able to get more mainstream funding.

* Office - **FINANCES:**

Cambridge Trust Co.	28,820.46
Calvert Money Market	133,181.51
Calvert Bond Fund	110,738.51
unrestricted sub-total:	272,740.48
Cohen Endowment Fund	10,797.63
Resist Endowment Fund	22,298.32
Resist Loan Fund	5,857.65
restricted sub-total:	38,953.60
TOTAL ALL FUNDS:	311,694.08

The next board meeting of Resist will be held in the Boston area on September 12, 1993 at:

Cheryl Smith's
217 Cypress St #2
Brookline, MA.
Phone: 617-734-3919.

6/15/93

ARTS/RESIST Budget	Budget	Actual
		6/15/93
Call to Artists		
Preparation and duplication of call	donated + \$20.00	18.70
Postage for call 300	85.00	29.00
Art New England ad		48.75
Curation		
Curatorial coordinator 60 hrs at \$10.00	600.00	300.00
Promotion and Advertising		
press packets 15.00 at \$4.00	60.00	
announcements 1500 at .20	300.00	
postage for announcements 500 at .19	95.00	
Show		
material for hanging	25.00	
gallery rental	donated	
food for opening	donated	
sound system	50.00	
video system	donated	
Mail Art Component		
fax machine rental	donated	
international postage	120.00	
phone	75.00	
Overhead		
phone (in-kind)		
office space (in-kind)		
staff time (in-kind) approx 1.5 hours/week		
food for committee meetings		60.50*
proposals		14.00
TOTAL	1550.00	

*includes lunch for panel during all-day jurying

June 30, 1993

Please add the following to your Resist Policy Decisions file.

4/26/92 - Staff Raises - Proposal of board/staff lunch accepted, to raise staff salaries by .25/hour for this year. Staff proposed to review salary policy which is open-ended. Staff will, before their next anniversary, draft a proposal, bring it to a board/staff lunch, and then to the board for approval of any revision in the policy.

7/19/92 - Finances - Proposal by Nancy W. and Cheryl S. to transfer Resist funds from First Trade Union and Working Assets to Calvert accepted and passed by board.

9/13/92 - Press work for 25th anniversary - On the recommendation of Yana, we decided to pay a press person, Rick Schwartz, to do public relations for the anniversary year. The salary/budget for this part-time work was \$750.

1/24/93 - Staff Bonus - The board decided to award the staff a bonus of \$300 with those of Yana and Kate G. to be pro-rated on that figure.

3/7/93 - Grant ceiling/Finances discussion - "After a long and well informed discussion, with input from many people, we decided to maintain the (current) ceiling of \$800 until the end of 1993 and review it when we have adequate figures - either the December books, or the full audited figures."

- We decided to raise out formula to \$500 per proposal at a given board meeting. "If we still do not have enough money to full fund all the groups we want to fund, we can still decide at the end of the meeting whether we want to over-ride the formula and give out additional funds."

- Application Form changes - The board approved some changes being made in our application form (please see form), including the deletion of the headings "General Information" and "Political Information", and the inclusion of a new category under question #10 - "f. Youth."

6/6/93 - Staff Raises/Benefits - Proposals submitted by staff. The board decided to refer this to a meeting of the Personnel Committee (Tess E., Ken Hale, staff and Cheryl S., as a consultant) to work out a proposal for presentation at a future board meeting.

25. brd
July mins. 93

Emergency grants since the June 1993 Resist Board Meeting

An emergency grant of \$150 was made in July to Wobanaki, Inc. of Missisquoi, VT. The funds are to be used toward the costs of installing a wheelchair ramp to the entrance of your office.

Please Note: Use only the space provided in the following pages for your responses unless otherwise indicated. If you run out of room for any question(s), use the space provided on the last page.

Specific project for funding

- 1) Amount requested \$800.
- 2) Describe the project and attach a budget breakdown for the project.

S.C.I. requests funds to bring its "LEADERSHIP DEVELOPMENT CAMPAIGN" to Massachusetts this November, focusing on a human rights workshop with approximately 30 key psychiatric survivor leaders and allies in that area.

This campaign would involve the co-coordinators of S.C.I. going to Massachusetts to (1) visit key grassroots groups, (2) hold a two-day workshop about peer support, community organizing and activism, and (3) follow-up afterwards with technical assistance including written materials and phone calls.

The highest priority is on coalition-building with other oppressed groups harmed by forced psychiatric drugging, and denied alternatives. Especially impacted oppressed groups include women, homeless, disabled, prisoners, African-Americans, elders and teens. They are the true roots of our independent movement. But today almost all resources for psychiatric survivor organizing are government funded, and therefore independent political work is severely limited. S.C.I.'s campaign is important to build truly independent organizing.

Massachusetts is one of several sites we have identified as having elements needed to develop a strong grassroots human rights campaign with national impact. This includes long-time activist leaders, grassroots groups with some resources & stability, and community support. With encouragement & information, such sites could grow to become "anchors" for independent national movement campaigns, and work in coalition with other U.S. activist groups.

Our short-term goal for this project is to assist current and potential leaders in Mass. to sustain and mutually support one another's human rights efforts. Our medium-term goal is that a current or new alliance of Massachusetts groups will become active in Support Coalition International's national rights campaigns. Our long-term goal is that this site will become a U.S. "anchor," that is provide our movement with leadership and training for national human rights campaigns.

Attached is a project budget. Some workshop fees will probably be available from government-funded Massachusetts groups, once we get the ball rolling.

July 23, 1993

References for the Resist July 25, 1993 Board Meeting:

- 1) Workplace Project - I called Joann Lum of the Chinese Staff & Workers Association in New York. She said that this group is "fairly new but deserves support... they deal with similar issues of our organization, such as wages, etc., to involve the workers in the process for themselves... We're trying to work with them about a Workers' Center on the island... have met with them and exchanged ideas. They want to go beyond legal problems to encourage workers to organize themselves. I feel that their project sounds promising... considering that traditional trade unions are not addressing workers' problems, we're now seeing new groups, such as this, arising." She was positive about them.
- 2) Tompkins/Cortland Labor Coalition - Dan Firestone of CUSLAR in Ithaca said that his group has worked with this coalition over the years. "Good folks, good politics... publish a newsletter, have public events with good attendance, network with other groups on issues. Worked with CUSLAR on an event featuring a Guatemalan labor leader. Recommended.
- 3) Labor Arts & Mural Project - I called Kathy King of the NJ Coalition of Labor Union Women. She said that they "do excellent work... good politics... gotten quite a bit of support in NJ and on the West Coast... done some wonderful things.. very beautiful murals for the UAW... have done some great union banners. I'm very excited about them." Kathy said that CLUW is planning a major organizing conference for the Fall and this group is working with them. She finds them "extremely helpful." Recommended.
- 4) EPICA - Lisa Fithian of the Washington Peace Center said the Center has worked with this organization in the past on a variety of projects, especially in their ground-breaking work on Sanctuary in mid-'80s. They are basically research and resources oriented, but are great about supporting and working in Coalitions. Very good publications which are excellent for resources and education. Highly recommended. I also have known them since the early '70s. Always high quality resources, very good politics, in the forefront of issues, especially those of Latin America and the Caribbean. Highly respected in the movement.
- 5) Nicaragua/Pomona Valley - I called the Southern California Interfaith Task Force on Central America. Their staffperson said that they "know the group well... They're amazing, dedicated, have tenacity... very few Nicaragua support groups still going, this group has done a lot of good work for Nicaragua for a lot of years... do political education of people as a main focus from their material aid campaigns... have sent a lot of funds to projects in Nicaragua... small group, very unique, a lot of retired people who give a lot of their time to the project... We give them high credits. They've done amazing work."
- 6) Los Amates & The Garden State - Denis Johnston of AFSC/Newark knew of this coalition. He said that it's a good coalition of groups working with refugee and immigrants, Salvadorans, and CISPES and other solidarity groups. They've sent delegations to El Salvador, had events, sent material aid. He felt that it seems to be going well, good reception from people in NJ, and that the "interest is high." Denis said that dedicated people are involved, doing good outreach and a good job of "bridging the gap" between people here and in El Salvador. Recommended.
- 7) International Indian Treaty Council - We've funded them many times in the past. One of the best organizations for native peoples. They work on many fronts, act as

resource for many groups. I called Rebecca Gordon for a reference this time. She said that she knows people there, and had worked with them in the past on Nicaragua things. She said that they are a very good organization and continue to do "great work." She recommends funding.

8) Pro-Hawaiian Sovereignty Working Group - Hank Rosemont checked on this group. He said it is "a good group... a kind of switchboard for the movement here.. happily made up of the more militant members of groups... very good on gays, abortion rights, elders... good newsletter, the next one on the Tribunal and they will do it.. a lot of excitement on the Tribunal, especially the more moderate Hawaiians... ethnic makeup of this group is wonderful... not redundant with other groups... fairly strapped for funds... on different islands from other group we funded recently... definitely give them the money... Yana might want one of the groups to do an article on the Tribunal, it is the Year of Indigenous People. Also give them my name and phone number, maybe I can help them in some way while I'm here." In all, a very positive reference from Hank.

9) Energy CENTS Coalition - I first called Lucia Wilkes of Women Against Military Madness in Minnesota, who said that she'd heard of this, but not much. She said that it's a coalition of mainstream and grass roots groups. One of the member groups, Women, Work & Welfare, is a good group; WAMM works with them on other issues. I then called Lori Mollenhoff of Headwaters Fund. She said that the coalition "does good work... works with legislature and public utility commissions trying to keep rates down... works with low income people, to empower them... doing more grass roots work this year, to have people speak out rather than the heads of organizations as in the past... high marks... more mainstream group but they do have a stronger impact and a better chance to impact the system... I've seen some progress on the issue; the Coalition has held up increases and gotten subsidies for low income people. It's seen as a group to be reckoned with. It's not as progressive politically as the Prairie Island Coalition (Native American and low income people working against nuclear waste facilities), but a good organization." Lori recommended them.

10) Community Land Trust of Windham - I talked with Noemi Flores of the Puerto Rican Organizing Program who said that she knew of the work. "... a big need for such a group here... They help everyone, especially low income people... They could use the grant... help people with housing and repairs... empowerment, one of their strengths is in organizing people... encourage others to get active... network community groups." Recommended.

11) Life-Long/CURE - Fran Roznowski of the Prison Book Program said that this group "does lots of lobbying and advocacy, more at the legislative level than work with prisoners, but does have chapters in the joint... I think they're moderate politically... haven't seen ethnic or racial diversity as far as outside people but I'm very pleased that they have family of prisoners involved on their Board... a plus for me... They do some educational events." A few days later, Fran went to Norfolk and asked prisoners there about this group. They said that CURE is not an all white group, but is diverse in membership. It has been working on a state legislative bill on Early Release for prisoners with AIDS and has been going a step further than just legislation, by meeting with the official hospital group staff about the bill. The prisoners thought that the group is "doing good stuff."

12) National People's Democratic Uhuru Movement - I called Lucy Smith of the Crossroads Fund. She hadn't heard of this group, but did know that there's been discussion going on in the progressive movement about Fred Hampton Jr. Talk about the same things repeating themselves as in the '60s & '70s. Some people feel that he's being stereotyped and that he's living on the legend of his father. She said

that there seems to be a progressive core of people who support him. Since this group was started by the African People's Socialist Party, I asked Lucy about her experience of the Party in Chicago. She said that they are sectarian, nationalist, Afrocentric, and not willing to network with a wide spectrum of groups. They do work with other African American groups in Chicago. Lucy suggested that I talk with Crossroads board member Jaha Hara Armstrong. He said that he knows of them and of the issue, but is not involved with the group. He knows one of their leaders, Fred Hampton, Sr.'s fiancée, pretty well and respects her. The group has been trying to pull together actions. He said that he has political differences with them, but generally feels they're "OK, because they're serious about their work... sincere folks with a history of struggle. But I can't endorse them personally." He said that he didn't want to elaborate on that. It did seem, from talking with him further, that one of his problems was that he hadn't heard anything that would lead him to doubt the charges against Fred Hampton, Jr., but again wouldn't say more. He did say that the group concentrates on their issues and doesn't join in coalitions to work with other groups on other issues.

I also asked Frank Brodhead about the Philadelphia chapter of this organization. He said that "the local chapter of Uhuru has distinguished itself with destructive sectarianism and genuinely small group failure... don't know what other chapters are like, but the local organization doesn't merit Resist's support."

13) Asian Pacific AIDS Council - I called Carol Penecke of A Territory Resource foundation which had funded this group. She said she knew them well and they're "terrific... very hard working group... Their work is on the cutting edge on this unspoken-of issue in the Asian Pacific community.... The leadership, board and staff are all from the communities, very important because the Asian Pacific community is very diverse and they representation from many of the groups... very delicate issue... taken on work on taboo issues in the Pacific communities.. going out into communities with small informal meetings and good follow-up work... work well with other Asian and Pacific groups and tie in well with other AIDS groups, a good coalition partner... I consider their work organizing, ATR doesn't fund direct service work... They do some service work and get good funding for that but not for this kind of political organizing... They know how to do the project for which they're asking a Resist grant... have networked in the SE Asian community... difficult in that sector to deal with issues of health... They'll do it." Carol highly recommends funding the group.

14) Advocado Press - I talked with Mike Auberger of ADAPT, the national disability rights action organization about this. He said that this is "one of the best disability newspapers and most well known one in the US... not at all mainstream press, won't run corporate ads, deal with real issues straight up and down... deal with political issues, cover ADAPT and our actions... take on positions, not afraid of taking anybody on... long time publication... solid." Highly recommended.

15) Birthright Justice Campaign - I can't find anyone who knows of this group. Tried AFSC/NJ and other groups: nothing.

16) Women Against Imperialism - Rebecca Gordon said that she's known of them a long time. Has some members who are Prairie Fire, but it's not a Prairie Fire dominated group. "One of the main organizers of International Women's Day in the Bay Area, raised funds for AMNLAE (in Nica.) in the past, worked with GABRIELA, and recently on women in Bosnia... very active, do a lot, many events.... usually do really good graphics, this is a good project for them... group is a real mix of lesbians and hetero women... politics good... work well in alliance with groups of women of color...in the forefront of dealing with race issues." Recommended.

17) Pynk Patrol - I first called Stephanie Poggi, who said that she'd heard of

them but didn't know much. She'd heard that there was some kind of controversy when the idea for this came up, over who would be in it. Queer Nation had wanted to start something like this, but some people in QN felt it should only be composed of gay/lesbians/bi people. Others thought it should be open to all. Stephanie didn't know which faction prevailed. In general, she thinks this is a good idea, great they have some racial diversity. At the Pride march, they were handing out leaflets about self-defense workshops, she thinks. I talked to a couple of other people (Laura Briggs, Judy Andler, Margaret Cerrulo), all of whom didn't know much or anything about the group. I'll keep trying.

I then called Laura Briggs and Tommie Harris at Haymarket. Neither knew anything much, although Haymarket will be considering a request from the group in the future. I then talked with Steven Taylor of the Fenway Community Health Center's Victim Recovery Program. He knew of the group and said they are "a wonderful organization... works with FCHC VRProgram... patrols areas in Boston and Cambridge known for gay bashing... have broken up bad situations and also documented incidents of hate crimes... The Patrol makes areas much safer. They patrol the Fenway, Lansdowne St., South End and Central Square areas." He said that he knows that there are not only gay people in the Patrol, and that it is inclusive. He said that they also offer self-defense and safety awareness workshops. Recommended.

18) Environmental Information Network - I talked with Laura Golden of the Chinook Fund who said the group is "impressive... only 4 or 5 people, white middle class folks, but basically a specialized info resource which has put together excellent research for different communities... more or less single-handedly providing info to different groups such as those in Rocky Flats... have experts available (ie biologists, etc.)... Chinook gave them a grant to work with the Concerned Citizens of Mount Bello, which is near a nuclear dump site... helped connect the CCMB to Greenpeace and other groups and helped with media and press work... One of my favorite groups of its kind." Recommended.

19) Student Action Union - Barbara Smith of Kitchen Table said that she's known of the group for a while. It came out of the students' conference in Rutgers and a second conference in North Carolina, which had the purpose of solidifying the goals of the first conference and of dealing with the issues of people of color. Barbara said that she's "very supportive of them since I feel that student activism is very important... really quite impressed... good project." She recommends funding.

20) MaineShare - I talked with Kathy McInnis ex- of the Haymarket board who thinks "a lot of them... very good alternative fund (to the United Way)... actually have been plugging away into workplaces (ie UMaine and government agencies) a real battle... short staffed because of money shortages... They need to develop more hard strategy to get into more workplaces, but it's hard with the short staffing... very difficult to organize in general in Maine because of distances... They're worthy of support." She did have questions about there being no gay/lesbian group included in the fund, but said that many of the groups are temporary and some are conservative. In all, Kathy gave them a "strong recommendation."

21) Coalition of Democracy in Public TV - Lucy Smith of Crossroads said that, since the group has just started, she hadn't heard of it yet. Crossroads had funded Labor Beat in the past. She said that she knew of some of the endorsers of this coalition, good groups, some around for a while. Lucy said that the coalition seems to be covering a spectrum of groups, is making good linkages, and that this campaign is a good idea.

Nancy Moray

Sabbatical Leave Info

Some preliminary info pertaining to a sabbatical leave benefit:

So far I have talked to:

South End Press. Collective members there currently earn 27,500/yr. Each full-time collective member is eligible for a 12 month leave at 1/2 pay after working five years full time, exclusive of time off for parental leave or personal leave or periods of part-time work. (they can take shorter periods of personal time off without pay with collective approval). [They don't have permanent part-time collective members.] Only one collective member can take a sabbatical at a given time, and distribution of leaves goes by seniority. There must be majority consent to the leave so as not to endanger the health or survival of the business. Health insurance is continued during the leave. They do not necessarily replace workers who are on leave. Loie said SEP doesn't have this but that many places require that you must return to work for at least 12 months following the leave, or return the pay.

Unitarian Universalist Service Committee: Three month sabbatical with full pay and all benefits. Available to any staff member who has been there six months. Both part time and full time are eligible. Must make your request before budget has been decided for the year. Person must commit to staying a year on their return, or give up 1/3 of sabbatical pay. The policy is to allow people to finish other projects in their lives. Gordon says that with one woman who took the leave, it made her more committed to the organization whereas before her leave she had been ambivalent.

If a replacement worker was hired at UUSC, they would get benefits after working 6 months. Before 6 months, they would get prorated vacation, but no health insurance.

UUSC also has a 403B pension plan through AETNA. He says pensions are more expensive to an organization in the long run, but they show a more profound commitment to the staff.

American Friends Service Committee: They have two policies. A) Extended leave for all administrative employees who work 21 hours or more. Available after 10 years of service and every ten years. Receive 6 weeks at full pay or 12 weeks at half pay. Can also use accrued vacation time to supplement income or to extend the leave. Scheduling subject to approval....B) Sabbatical. Given for specific projects approved by organization and of benefit to the organization. Available after 6 years and every six years. Can take leave up to 12 weeks at full pay and can use vacation time to extend the leave. Full benefits.

Preliminary data:

Our current salaries: 15.17/hr

Yana (14 hrs/week) gross = 212,38/wk or 11,043.76/yr + health insurance at 2372.16/yr + 77 (workers comp). Total = 13,492.92.

Nancy M (40 hrs/week) gross = 606.80/wk or 31,553.1/yr + health insurance at 2372.16/yr + 220.87 (workers' comp) = 34,146.13.

Nancy W (32 hrs/week) gross = 485.44/wk or 25,242.88/yr + health insurance at 2,289/yr + 176.70 = 27,708.58.

We have four weeks paid vacation and 16 health/personal days.

Our sabbatical leave policy would be the same for all permanent employees, based on their average salary in the preceeding two years. Each staff member would be eligible for the leave after six years of work at the hours they generally work, i.e. the above, exclusive of parental and personal time off. The following are the costs for six months at 1/2 pay, with health insurance continuing and utilizing a replacement worker at \$12/hr. [We may decide that we should pay a replacement worker more, and/or provide benefits.]

Yana: $2,760.94 + 1,186.00 = 3,946.94$

(replacement worker at 12/hr = 4399 (including workers' comp)

Total cost including replacement for six months = 8,345.94 as compared to 6,746.46 if the worker did not take a leave, so actual cost = 1,599.48.

Nancy Moniz: $7,888.40 + 1,186 = 9,074.4$

(replacement worker at 12/hr = 12,567 (including workers' comp)

Total cost including replacement for six months = 21,641.4 as compared to 17,073.06 if the worker did not take a leave, so actual cost = 4,568.34.

Nancy Wechsler: $6,310.72 + 1,144.50 = 7455.22$

(replacement worker at 12/hr = 10,054 (including workers' comp)

Total cost including replacement worker for six months = 17,509.22 as compared to 13,854.29 if the worker did not take a leave, so actual cost is 3,654.93.

If we took a full year off with 1/2 pay and full health insurance, the costs are:

Yana = 7,894.04

replacement = 8,797 for total of 16,691.04 compared to 13,492.92. Actual cost is 3,198.12.

Nancy Moniz = 18,148.96

replacment = 25,135 for total of 43,283.96 compared to 34,146. Actual = 9,137.96.

Nancy Wechsler = 14,910.44

replacement = 20,107 for total of 35,017 compared to 27,708.58. Actual = 7,308.42.

We could also consider a leave policy with no pay, but continued health benefits, or no pay and half-benefits, etc.

For comparative purposes, if we raised our salaries by approximately 5% or .75 (to 15.92/hr) it would cost:

Yana: one year, 546 dollars.

Nancy W: one year, 1,232.08.

Nancy M: one year, 1,560.5.

If you average the cost of sabbatical leaves over six years, it actually comes out rather close. For example, the cost for me for the one year leave at 1/2 pay, per year over six years, = 533.02, as compared to a one year raise of 546 dollars.

Report on a survey of foundations, gross salaries and benefits.

7/22/93

McKenzie River Gathering

Fund Balance	\$413,000
Grants/year	253,000
Salaries	\$67,572
Benefits	8,900
Benefits as % of gross salaries	13%

Chinook Fund

Fund Balance	\$ 93,000
Grants/year	66,000
Salaries	29,000
Benefits	3,000
Benefits as % of gross salaries	10%

Haymarket People's Fund

Fund Balance	\$156,000
Grants/year	248,000
Salaries	171,106
Benefits	35,556
Benefits as % of gross salaries	21%

Vanguard Public Foundation

Fund Balance	\$133,000
Grants/year	665,000
Salaries	171,000
Benefits	24,000
Benefits as % of gross salaries	14%

Resist

Fund Balance	\$320,000
Grants/year	103,000
Salaries	67,800
Benefits	7,033
Benefits as % of gross salaries	10.3%

(This breaks down as follows:

Tatiana	Gross salary	\$11,043.76
	Benefits	2,372.16
	% of salary	21.5%

Nancy W	Gross salary	\$25,242.88
	Benefits	2,289.00
	% of salary	9.1%

Nancy M	Gross salary	\$31,553.00
	Benefits	2,372.16
	% of salary	7.5%

Prepared by
Nancy Morisy

N71

To: the Board of Resist

Subject: Staff raises or benefits proposals for 1993

At the board/staff lunch in April, it was decided to delay this discussion until the June 1993 Resist Board Meeting. The usual practice has been to consider raises etc. to take effect on the official staff anniversary at the beginning of May. Also the usual practice is to consider raises of between \$.25 per hour and \$.75. This time there are other options to consider, since there was a question of continuing to give annual raises. Attached you will find a proposal by Yana for a sabbatical leave. Other options are a pension plan for staff (comparative figures below) and a raise (costs for raises included below and in the leave plan.) The options for the Board to consider are: raise, pension plan, leave plan, or none of the above.

1) Pension Plan costs (either 403 (b) tax deferred or SEP:

Possible options (either 5% or 3% of annual salary):

For Tatiana: gross annual salary: \$11,000 x 5% = \$550/year
x 3% = \$330/year

For Nancy M: gross annual salary: \$31,500 x 5% = \$1,575/year
x 3% = \$ 945/year

For Nancy W: gross annual salary: \$25,240 x 5% = \$1,262/year
x 3% = \$ 757/year

(Note: the Board could choose any % it would like; the above percentages are just to give some idea of costs.)

2) Raise of \$.25/hour:

For Tatiana - increase of \$182/year

For Nancy M. - increase of \$520/year

For Nancy W. - increase of \$416/year

(Note: please see costs of a \$.75/hour raise in the Leave proposal attached.)

Prepared by Nancy Moray